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ABSTRACT

This 16th annual survey examined teacher and school administrator supply, employment opportunities, and differences by region and school district size. Questionnaires were sent to the Kansas Unified School District superintendents; nonrespondents were surveyed by telephone. Usable results came from all 304 school districts. For special educators, data were sought about vacancies not included in any special education cooperative; data about special education cooperative vacancies came from the Kansas Department of Education special education vacancy report. The results were organized to show numbers of vacancies and perceived teacher supply by geographic region and school district size. The study found: a surplus of elementary classroom and physical education teachers, a slight shortage to adequate supply of secondary teachers, an adequate supply to slight surplus of administrators, and a shortage of special educators; similar elementary employment opportunities throughout regions and by district size; similar secondary and administrative opportunities by region but differing by district size; and similar special education opportunities in all regions. Seven appendixes include data on students completing preparation for teacher certification at different types of institutions, a map of Kansas geographic regions, a sample pre-survey letter, and a sample questionnaire. (Contains 3 charts and 7 tables). (SM)

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Teacher Supply and Demand in Kansas Public Schools

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Sixteenth Annual Survey

January 1995

THE TEACHERS COLLEGE
EMPORIA STATE UNIVERSITY

1037694

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TEACHER SUPPLY AND DEMAND

IN KANSAS PUBLIC SCHOOLS

Sixteenth Annual Survey

Jones Institute for Educational Excellence
The Teachers College
Emporia State University

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January 1995

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Section 1

Introduction

In the fall of 1979, the College of Education of Emporia State University conducted the first of what has become an annual study of teacher supply and demand in Kansas. The original study was made due to (1) an indication in literature that an apparent teacher shortage existed, (2) repeated inquiries from practicing administrators in the state of Kansas concerning the non-availability of candidates for teaching positions, and (3) the lack of a data base in the state of Kansas to establish a foundation for longitudinal research purposes.

This study, which is the sixteenth annual teacher supply study conducted by The Teachers College, is patterned after the original study of 1979. Moreover, the research format outlined on the ensuing pages focuses on questions similar to the questions addressed in the study. Specifically, these questions were:

1) Do we have an adequate supply of teachers in Kansas?

2) What teaching areas will provide graduates the greatest employment opportunities?

3) What teaching areas will provide the least employment opportunities?

4) To what extent do we have a surplus and/or shortage of teachers in the various geographical regions of Kansas?

5) Do employment opportunities vary due to the size of school districts in Kansas?

All of these questions and others were addressed in this study.

Section 2

Research Procedures Employed

The procedures employed to collect data and establish discernible trends in teacher supply and demand in the state of Kansas were as follows:

Collection of Data - Non-Special Education

1) A multifaceted questionnaire was designed to elicit information pertaining to (a) the actual number of vacancies in Kansas as of September 6, 1994, and (b) the perceived teacher supply. (See Appendix for a copy of the questionnaire.)
2) The questionnaire was prepared, reviewed, and modified by four members of the faculty at Emporia State University and sent to Kansas unified school district superintendents.
3) A letter explaining the purpose of the study and a self-addressed return envelope were included to encourage a high percentage of responses. (See Appendix for letter.)
4) Upon receipt of approximately 92 percent of the returns, non-respondents were surveyed via a personal telephone interview.
5) Usable returns were received from all 304 Unified School Districts. The author attributes this perfect return to high levels of interest among the superintendents of schools in the state of Kansas and to the credibility the study has acquired during its first fifteen years.

Collection of Data - Special Education

1) Data pertaining to special education vacancies were compiled from the Kansas State Board of Education special education report completed by all special education cooperatives and/or interlocals in the state of Kansas.

Analysis of Data

1) Data were organized for processing to elicit (a) the number of vacancies and perceived supply of teachers by geographic region and (b) the number of vacancies and perceived teacher supply by size of school district.

2) Nine geographic regions in the state of Kansas were determined after consultation with colleagues on the Emporia State University campus. The nine geographic areas identified were: (See Appendix for specific boundaries for each regional area.)

(1) Northwest
(2) Southwest
(3) North Central
(4) South Central
(5) Sedgwick County (SEDG)
(6) Northeast
(7) Wyandotte/Johnson Counties (WY/JO)
(8) East Central
(9) Southeast

Home county designation as determined by the Kansas State Board of Education was utilized for assignment to the appropriate region.

3) All respondents were divided into three pre-designated school district enrollment groups. The enrollment groups were:

Enrollment	Size of School Designation
0-399	(1)
400-1,499	(2)
1,500-over	(3)

4) Data were processed by the Emporia State University data processing center.

5) Data runs were made to determine (a) the number of reported vacancies by teaching areas, size of school districts, and region, and (b) perceived supply of candidates by teaching areas, size of school district, and region.

6) Numerical values and their associated definitions were:

(1) serious shortage
(2) slight shortage
(3) adequate supply
(4) slight surplus
(5) considerable surplus

7) Data were tabled and mean averages determined in the following categories:

(a) Elementary
(b) Secondary
(c) Administration

Number of vacancies was reported in the following categories:

(a) Elementary
(b) Secondary
(c) Administration
(d) Special Education

It should be noted that data analyzed in this report represent 100 percent of the unified school districts in the state of Kansas.

Section 3

Analysis of Data

This section is focused on the perceived supply of teaching candidates in each of the designated teaching areas and the number of reported vacancies. Major areas reviewed were: (1) Elementary, (2) Secondary, (3) Special Education, and (4) Administration.

As stated in the questionnaire, respondents were asked to indicate their personal perception of the supply of candidates and the number of vacancies in their districts as of September 6, 1994. Respondents were requested not to indicate their opinions on availability of candidates in teaching areas that were not open in their districts for the 1994-95 school year. They were also asked not to report special education vacancies which fall within the budgetary domain of their special education cooperatives.

Data and Related Interpretations - Elementary

As reflected in Table 1, the mean average pertaining to the perceived teacher supply for all elementary levels in Kansas, excluding special education, was 2.95. This represents an adequate supply for all areas of elementary education. However, the data upon careful perusal indicated a serious shortage of available candidates for counseling and library science. In addition, a slight shortage existed in the availability of candidates for (1) music, (2) art, and (3) reading. As has been the case

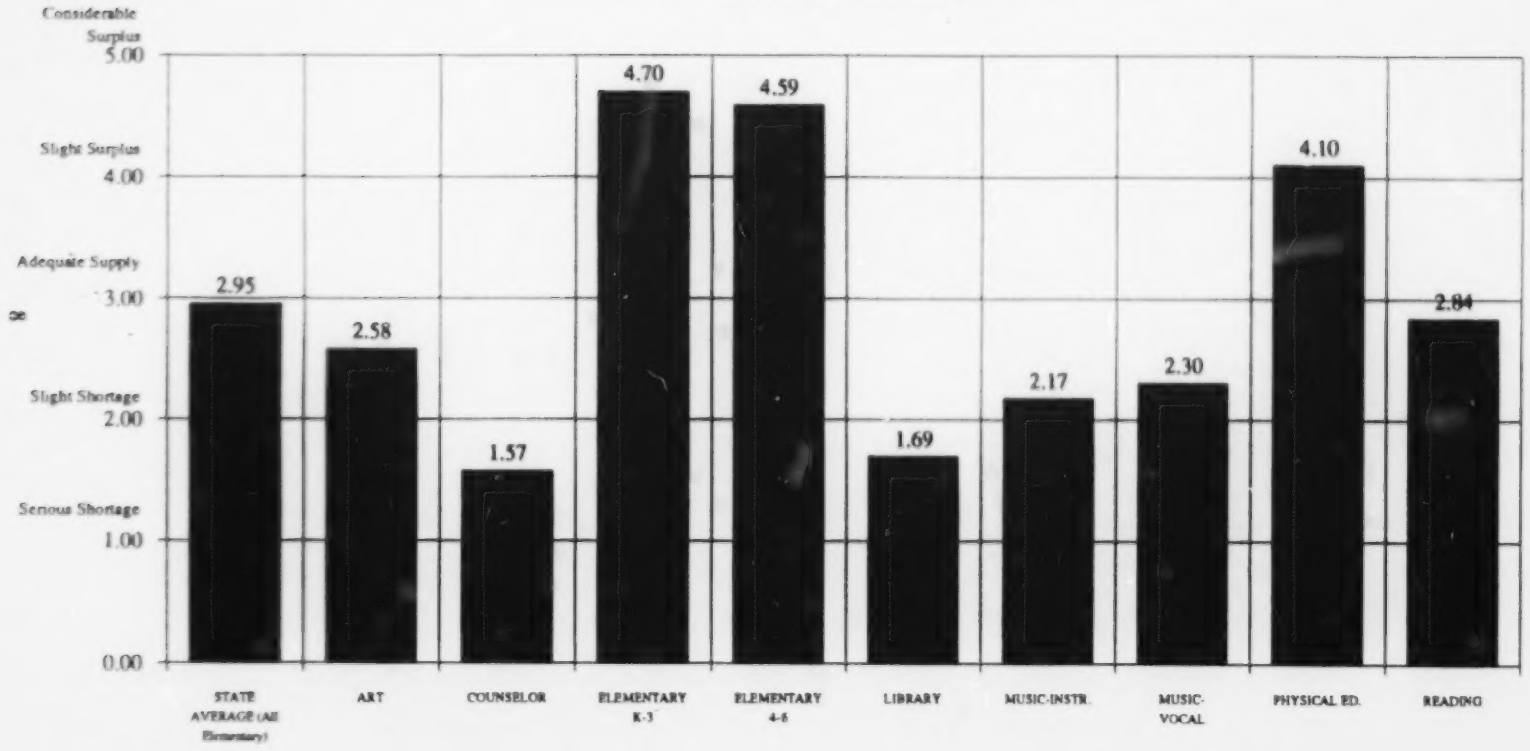
Table 1

TEACHER SUPPLY AT THE ELEMENTARY LEVEL AS PERCEIVED BY KANSAS SUPERINTENDENTS IN 1994

1.00	Serious Shortage
2.00	Slight Shortage
3.00	Adequate Supply
4.00	Slight Surplus
5.00	Considerable Surplus

AREA	STATE OF KANSAS AVERAGE	REGION									SIZE OF DISTRICT		
		1 NW	2 SW	3 NC	4 SC	5 SEDG	6 NE	7 WY/JO	8 EC	9 SE	0-399	400-1499	1500-Over
Art	2.58	2.50	2.00	2.00	2.60	3.00	2.67	2.83	3.20	2.17	2.50	2.29	2.93
Counselor	1.57	1.60	1.25	1.00	1.71	1.50	1.40	1.80	2.29	1.63	1.35	1.41	1.95
Elementary K-3	4.70	4.86	4.65	4.40	4.74	4.14	4.95	4.56	4.80	4.76	4.62	4.80	4.57
Elementary 4-6	4.59	4.73	4.56	4.43	4.56	4.00	4.90	4.50	4.74	4.45	4.59	4.67	4.46
Library	1.69	1.00	1.50	1.50	1.36	2.00	2.00	2.60	1.67	1.71	1.71	1.47	1.83
Music-Instr.	2.17	1.86	1.90	2.00	2.20	3.00	2.43	2.67	2.67	2.00	1.92	2.07	2.50
Music-Vocal	2.30	1.83	2.33	2.00	2.18	3.33	2.25	2.75	2.43	2.22	2.07	2.13	2.64
Physical Ed.	4.10	4.67	3.75	4.33	3.77	3.00	4.60	4.25	4.60	3.60	4.13	4.13	4.06
Reading	2.84	4.00	2.00	2.00	3.25	3.00	4.00	2.67	2.20	2.25	3.43	3.00	2.50
Mean Average	2.95	3.01	2.66	2.63	2.93	3.00	3.24	3.18	3.17	2.75	2.92	2.89	3.05

Chart 1
Teacher Supply at the Elementary Level as Perceived by
Kansas Superintendents in 1994



since 1979 when the first data were collected, a slight to considerable surplus of candidates was reported to exist in the areas of physical education and elementary education (K-6). A graphic illustration of the data may be found in Chart 1.

Regional data revealed that the most plentiful supply of candidates was reported in the Northeast, Wyandotte/Johnson Co., East Central, Northwest, and Sedgwick regions of Kansas. Furthermore, respondents in the 1,500-over enrollment group indicated a slightly greater supply of candidates than did those in the 0-399 and 400 - 1,499 enrollment groups.

With regard to the number of elementary vacancies in the state of Kansas, Table 2 shows that a total of 92.41 vacancies existed on September 6, 1994. The greatest number of vacancies was reported in the Wyandotte/Johnson Co. region of the state. Further investigation of the September 6 regular classroom teacher vacancies in elementary education revealed that those positions were filled during the first three weeks of September. Also, the superintendents reported that a large pool of candidates existed for the positions announced.

Data and Related Interpretations - Secondary

With regard to teacher supply at the secondary level (7-12), data may be found in Table 3. As may be gleaned from the data, the overall mean average is reported at 2.38, indicating a slight shortage to adequate supply of candidates in the state of Kansas. The teaching areas reported to have the greatest shortage of candidates were (1) counseling, (2) foreign languages, (3) library science, (4) agriculture, (5) industrial arts, (6) drama, (7) speech, (8) music, (9) journalism,

(10) computer science, (11) art, and (12) the sciences. A surplus was reported in physical education and social science. A graphic illustration of candidate supply in each secondary teaching area may be found in Chart 2.

Regional data depicted in Table 3 reveal that the greatest shortage of candidates existed in the Southeast region. Further, general analysis of the data showed a more plentiful supply of candidates in the 1500-over enrollment group. As indicated in Table 4, a total of 108.07 vacancies were reported by Kansas superintendents on September 6.

With regard to the regional data, Table 4 shows that the highest number of vacancies occurred in the Wyandotte/Johnson Co., Sedgwick, and South Central regions with a total of 23.25, 19.5, and 13.7 vacancies, respectively. The remaining vacancies were scattered throughout the other regions. Concerning the number of vacancies by size of the school districts, the enrollment category of 1500-over reported the highest number with 48.75; the smallest number of vacancies was reported by school districts in 0-399 enrollment category with 11.37 vacancies.

Data and Related Interpretations - Administration

Concerning the availability of administrative personnel, Table 5 indicates a mean average of 2.67. This represents an adequate supply to slight shortage in all the administration areas. The supply of candidates was greatest in the 0-399 enrollment group. An illustration of the data may be found in Chart 3. Furthermore, as noted in Table 6, 24 positions remained unfilled on September 6, 1994.

Table 2

TEACHER VACANCIES AT THE ELEMENTARY LEVEL AS REPORTED BY KANSAS SUPERINTENDENTS IN 1994

1.00	Serious Shortage
2.00	Slight Shortage
3.00	Adequate Supply
4.00	Slight Surplus
5.00	Considerable Surplus

AREA	STATE OF KANSAS TOTAL	REGION									SIZE OF DISTRICT		
		1 NW	2 SW	3 NC	4 SC	5 SEDG	6 NE	7 WY/JO	8 EC	9 SE	0-399	400-1499	1500-Over
Art	3.00	0	1.00	1.00	0	0	0	1.00	0	0	1.00	1.00	1.00
Counselor	9.95	1.00	1.00	.25	.30	2.90	1.00	3.00	0	.50	1.80	3.25	4.90
Elementary K-3	27.50	1.00	2.00	2.00	5.50	2.00	2.00	10.00	0	3.00	2.00	11.00	14.50
Elementary 4-6	21.00	0	2.00	4.00	2.00	2.00	3.00	3.00	2.00	3.00	0	16.00	5.00
Library	6.50	0	0	0	0	1.00	1.00	2.00	1.50	1.00	0	1.00	5.50
Music-Instr.	4.33	1.00	1.25	1.00	0	0	.50	.08	0	.50	1.25	3.00	.08
Music-Vocal	3.30	1.00	.25	1.05	0	0	0	0	0	1.00	1.25	2.05	0
Physical Ed.	2.58	1.00	0	0	0	1.50	0	.08	0	0	1.00	0	1.58
Reading	4.00	1.00	1.00	0	1.00	0	0	1.00	0	0	1.00	1.00	2.00
Other	10.25	.75	1.00	0	.50	0	2.00	2.00	0	4.00	0	7.75	2.50
Totals	92.41	6.75	9.50	9.30	9.30	9.40	9.50	22.16	3.50	13.00	9.30	46.05	37.06

Table 3

TEACHER SUPPLY AT THE SECONDARY LEVEL AS PERCEIVED BY KANSAS SUPERINTENDENTS IN 1994

1.00	Serious Shortage
2.00	Slight Shortage
3.00	Adequate Supply
4.00	Slight Surplus
5.00	Considerable Surplus

AREA	STATE OF KANSAS AVERAGE	REGION									SIZE OF DISTRICT		
		1 NW	2 SW	3 NC	4 SC	5 SEDG	6 NE	7 WY/JO	8 EC	9 SE	0-399	400-1499	1500-Over
Agriculture	2.00	2.00	3.00	1.50	2.33	0	2.33	0	2.00	1.50	2.00	2.00	2.00
Art	2.41	2.00	2.00	2.00	2.63	3.00	2.25	2.40	2.57	2.00	2.20	2.36	2.54
Business	2.96	3.00	3.33	3.17	2.85	3.00	3.00	3.00	2.50	3.00	3.20	2.95	2.85
Computer Science	2.31	3.00	3.00	1.75	2.56	2.33	1.00	2.00	3.00	2.00	2.71	2.15	2.27
Counselor	1.82	1.00	1.44	1.75	1.92	2.00	2.00	2.33	2.11	1.33	1.55	1.74	2.12
Drama	2.14	2.00	2.00	2.50	1.83	3.00	2.25	1.67	2.67	2.00	2.50	2.08	2.08
English	2.92	2.56	2.88	2.67	2.81	3.20	3.25	3.71	2.82	2.78	2.62	2.84	3.29
Language-French	1.70	1.67	0	2.00	2.33	0	2.50	1.50	1.40	1.00	2.00	1.71	1.60
Language-German	1.89	2.00	1.00	1.50	2.00	2.00	3.00	1.50	2.00	1.00	1.75	1.75	2.00
Language-Spanish	1.88	1.67	1.50	1.67	2.18	2.00	1.92	1.75	1.88	1.50	1.67	1.76	2.09
Language-Other	2.00	2.00	0	0	2.00	0	3.00	0	2.00	1.00	2.00	2.00	2.00
Home Economics	2.52	2.33	2.60	2.33	2.63	3.00	3.00	2.00	2.70	2.00	1.88	2.82	2.53
Industrial Arts	2.11	2.25	2.40	1.60	2.38	2.00	2.33	1.20	3.00	1.80	2.54	2.00	1.88
Journalism	2.27	2.00	2.00	2.00	2.36	2.50	2.33	2.33	2.17	2.00	2.33	2.23	2.27

1.00	Serious Shortage
2.00	Slight Shortage
3.00	Adequate Supply
4.00	Slight Surplus
5.00	Considerable Surplus

Table 3 (continued)

AREA	STATE OF KANSAS AVERAGE	REGION									SIZE OF DISTRICT		
		1 NW	2 SW	3 NC	4 SC	5 SEDG	6 NE	7 WY/JO	8 EC	9 SE	0-399	400-1499	1500-Over
Library	1.91	1.00	2.00	1.83	1.86	1.50	2.50	2.00	1.67	1.67	1.86	2.00	1.81
Mathematics	2.43	2.00	2.12	2.44	2.48	2.33	2.87	2.13	2.80	2.33	2.57	2.46	2.28
Music-Instr.	2.16	1.71	2.11	2.40	2.27	3.00	2.17	2.25	2.00	2.25	2.00	2.08	2.39
Music-Vocal	2.40	2.00	2.00	2.33	2.50	3.00	2.71	2.67	2.00	2.80	2.00	2.29	2.87
Physical Educ.	3.91	5.00	3.50	3.50	3.73	4.00	3.20	4.20	4.38	4.22	3.50	3.81	4.20
Reading	2.56	3.00	0	2.00	3.00	3.00	3.00	2.33	2.33	1.00	3.00	2.33	2.50
Science-Biology	2.55	2.40	2.60	2.33	2.67	2.75	2.33	2.75	2.43	2.44	2.55	2.44	2.68
Science-Chemistry	2.07	1.67	3.00	2.00	2.67	2.50	1.71	2.00	1.60	1.83	2.25	2.00	2.00
Science-Earth	2.50	2.00	2.00	3.00	3.14	2.50	2.50	2.75	2.00	2.00	2.50	2.46	2.54
Science-Physics	2.45	1.50	3.50	2.50	3.08	2.40	2.17	2.00	2.00	1.67	2.67	2.44	2.35
Science-Other	2.27	3.00	1.67	2.00	2.86	2.50	2.60	2.00	1.50	2.00	2.50	2.42	1.90
Social Science	3.82	4.33	3.78	3.00	3.84	3.50	3.82	3.88	4.00	4.40	3.72	3.57	4.14
Speech	2.19	2.00	2.25	2.50	2.44	2.50	2.00	2.33	2.33	1.00	2.33	1.93	2.42
Mean Average	2.38	2.26	2.06	2.16	2.57	2.35	2.51	2.17	2.37	2.02	2.39	2.32	2.43

Chart 2
Teacher Supply at the Secondary Level as Perceived by Kansas Superintendents in 1994

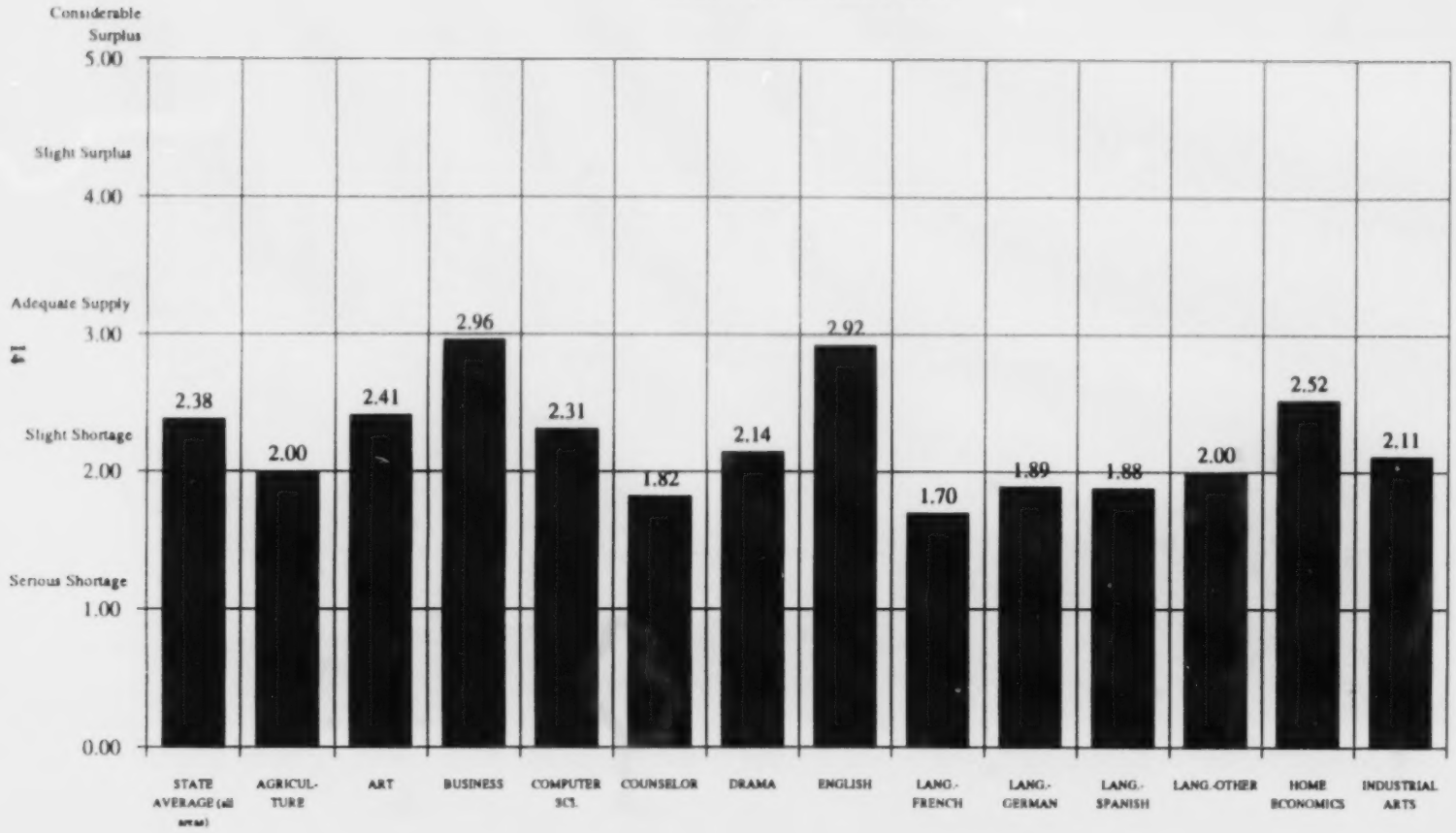


Chart 2 (continued)

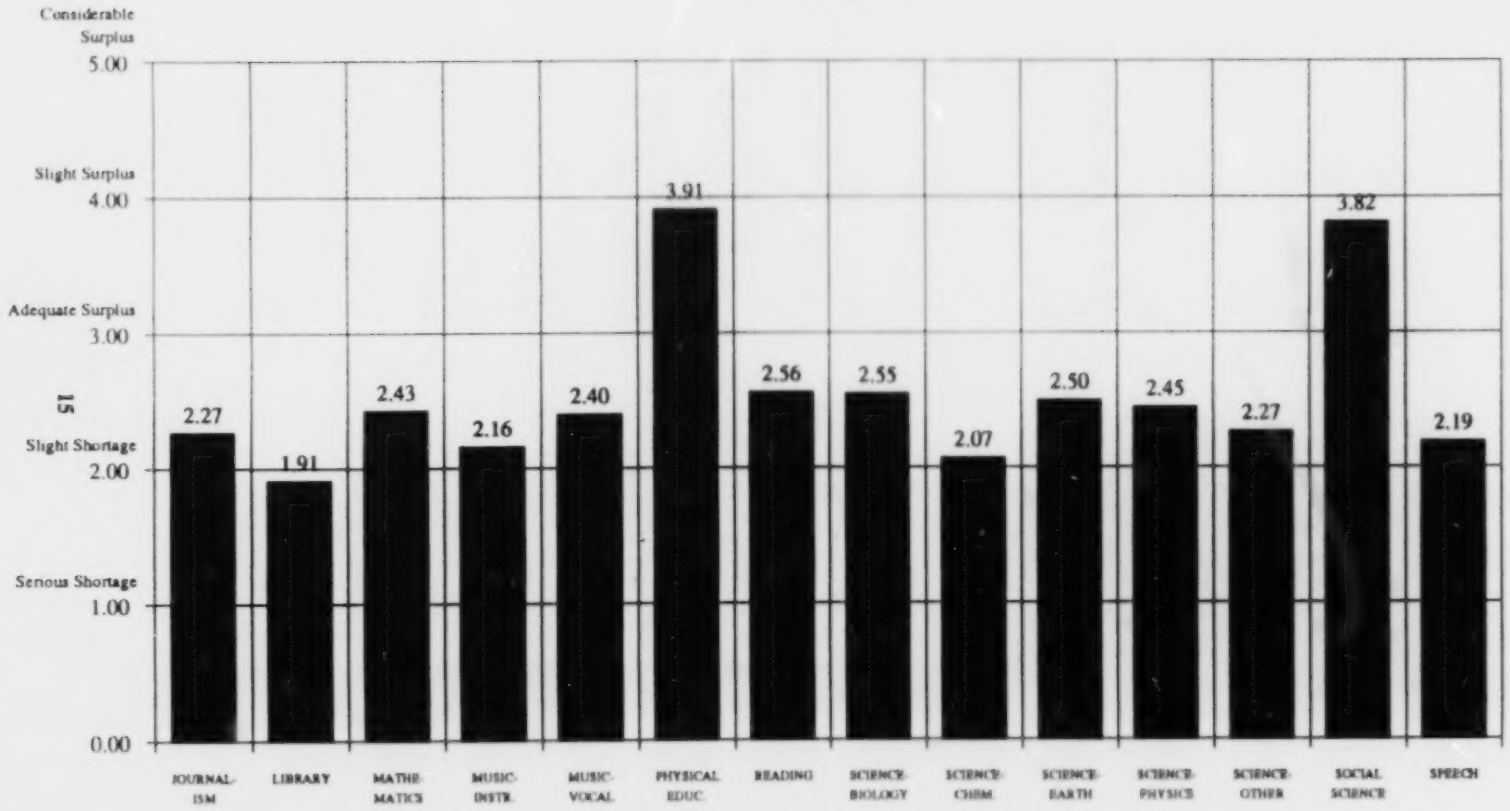


Table 4

TEACHER VACANCIES AT THE SECONDARY LEVEL AS REPORTED BY KANSAS SUPERINTENDENTS IN 1994

1.00	Serious Shortage
2.00	Slight Shortage
3.00	Adequate Supply
4.00	Slight Surplus
5.00	Considerable Surplus

AREA	STATE OF KANSAS TOTAL	REGION									SIZE OF DISTRICT		
		1 NW	2 SW	3 NC	4 SC	5 SEDG	6 NE	7 WY/JO	8 EC	9 SE	0-399	400-1499	1500-Over
Agriculture	2.00	0	1.00	0	0	0	0	0	0	1.00	0	2.00	0
Art	3.00	0	.50	0	1.00	0	0	1.50	0	0	.50	1.5	1.00
Business	4.00	1.00	0	1.00	0	0	1.00	1.00	0	0	0	3.00	1.00
Computer Science	1.50	.50	0	0	0	1.00	0	0	0	0	0	.50	1.00
Counselor	12.45	0	1.50	.75	.70	3.00	1.00	3.00	0	2.50	3.70	1.75	7.00
Drama	1.00	0	1.00	0	0	0	0	0	0	0	0	1.00	0
English	9.17	0	1.00	.67	1.00	2.50	0	2.00	0	2.00	.67	4.00	4.50
Language-French	2.00	0	0	0	0	0	.50	.50	0	1.00	0	.50	1.50
Language-German	1.00	0	0	0	0	1.00	0	0	0	0	0	0	1.00
Language-Spanish	5.50	.50	0	0	0	5.00	0	0	0	0	.50	0	5.00
Language-Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Home Economics	7.20	0	.70	0	2.00	0	1.00	1.50	2.00	0	1.50	2.70	3.00
Industrial Arts	6.00	0	2.00	0	0	1.00	0	2.00	0	1.00	1.00	2.00	3.00
Journalism	1.00	0	0	0	0	0	0	0	1.00	0	0	0	1.00

1.00	Serious Shortage
2.00	Slight Shortage
3.00	Adequate Supply
4.00	Slight Surplus
5.00	Considerable Surplus

Table 4 (continued)

AREA	STATE OF KANSAS TOTAL	REGION									SIZE OF DISTRICT		
		1 NW	2 SW	3 NC	4 SC	5 SEDG	6 NE	7 WY/JO	8 EC	9 SE	0-399	400-1499	1500-Over
Library	3.00	0	1.00	0	1.00	1.00	0	0	0	0	0	2.00	1.00
Mathematics	10.50	.50	1.00	1.00	2.00	1.00	0	4.00	0	1.00	0	5.50	5.00
Music-Instr.	7.05	1.00	1.25	1.00	1.00	0	1.30	0	0	1.5	1.25	4.80	1.00
Music-Vocal	2.45	1.00	1.25	0	0	0	.20	0	0	0	1.25	1.2	0
Physical Educ.	2.50	0	0	0	0	1.50	1.00	0	0	0	0	1.00	1.50
Reading	1.50	0	0	0	0	.50	0	1.00	0	0	0	0	1.50
Science-Biology	3.00	0	0	1.00	0	0	0	1.00	0	1.00	0	2.00	1.00
Science-Chemistry	2.00	0	0	0	0	0	1.00	1.00	0	0	0	1.00	1.00
Science-Earth	2.25	.50	0	0	1.00	0	0	.75	0	0	0	1.50	.75
Science-Physics	5.00	0	0	0	2.00	1.00	2.00	0	0	0	0	3.00	2.00
Science-Other	3.00	0	0	1.00	0	0	0	2.00	0	0	0	1.00	2.00
Social Science	10.00	0	1.00	2.00	2.00	1.00	2.00	2.00	0	0	1.00	6.00	3.00
Speech	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	108.07	5.00	13.20	8.42	13.70	19.50	11.00	23.25	3.00	11.00	11.37	47.95	48.75

24

Data and Related Interpretations - Special Education

Data for special education vacancies were provided by the Kansas State Department of Education. With regard to the number of vacancies, Table 7 reveals that 203.38 vacancies existed in November 1994, an increase of 52.17 vacancies over the 151.21 reported in 1993. The largest number of vacancies was reported in the areas of (1) speech, (2) behavior disorders, (3) occupational therapy, (4) physical therapy and (5) gifted education, with 42.7, 28.00, 20.20, 16.10, and 14.85, vacancies, respectively. The number of vacancies cited in speech-language increased slightly for 1994. Approximately 21 percent of the total number of vacancies reported in the state of Kansas may be found in this one area.

Table 5

ADMINISTRATOR SUPPLY AT ALL LEVELS AS PERCEIVED BY KANSAS SUPERINTENDENTS IN 1994

1.00	Serious Shortage
2.00	Slight Shortage
3.00	Adequate Supply
4.00	Slight Surplus
5.00	Considerable Surplus

AREA	STATE OF KANSAS AVERAGE	REGION									SIZE OF DISTRICT		
		1 NW	2 SW	3 NC	4 SC	5 SEDG	6 NE	7 WY/JO	8 EC	9 SE	0-399	400-1499	1500-Over
Assistant Superintendent	2.67	3.00	3.00	2.50	2.67	2.50	3.00	2.33	3.00	2.00	3.00	2.88	2.42
Elementary Principal	2.68	3.50	3.00	2.50	2.67	2.33	3.00	2.57	2.60	2.40	3.25	2.65	2.52
Jr. High Principal	2.60	3.00	2.75	2.00	3.00	2.33	2.80	2.67	2.67	2.25	3.00	2.56	2.53
Sr. High Principal	2.91	2.75	3.00	2.33	3.29	3.00	2.71	2.00	3.25	3.00	3.13	3.10	2.20
Elementary Assistant Principal	2.86	0	3.00	2.00	3.00	3.50	3.00	3.00	3.00	2.00	3.00	2.67	2.86
Principal K-12	2.79	3.00	0	3.00	3.00	3.00	3.00	3.00	2.50	2.00	2.86	2.50	2.80
Jr. High Asst. Principal	2.65	0	2.00	2.00	2.67	2.67	3.00	2.83	3.00	2.00	3.00	2.50	2.61
Sr. High Asst. Principal	2.67	1.67	2.67	2.00	3.14	2.00	3.00	2.50	3.00	2.50	3.00	2.56	2.65
Director of Special Education	2.21	0	2.50	2.00	3.00	0	3.00	1.67	2.00	2.00	2.80	1.75	2.00
Mean Average	2.67	1.88	2.38	2.26	2.94	2.37	2.95	2.51	2.56	2.24	2.78	2.57	2.51

Chart 3
Administrator Supply at All Levels
As perceived by Kansas Superintendents in 1994

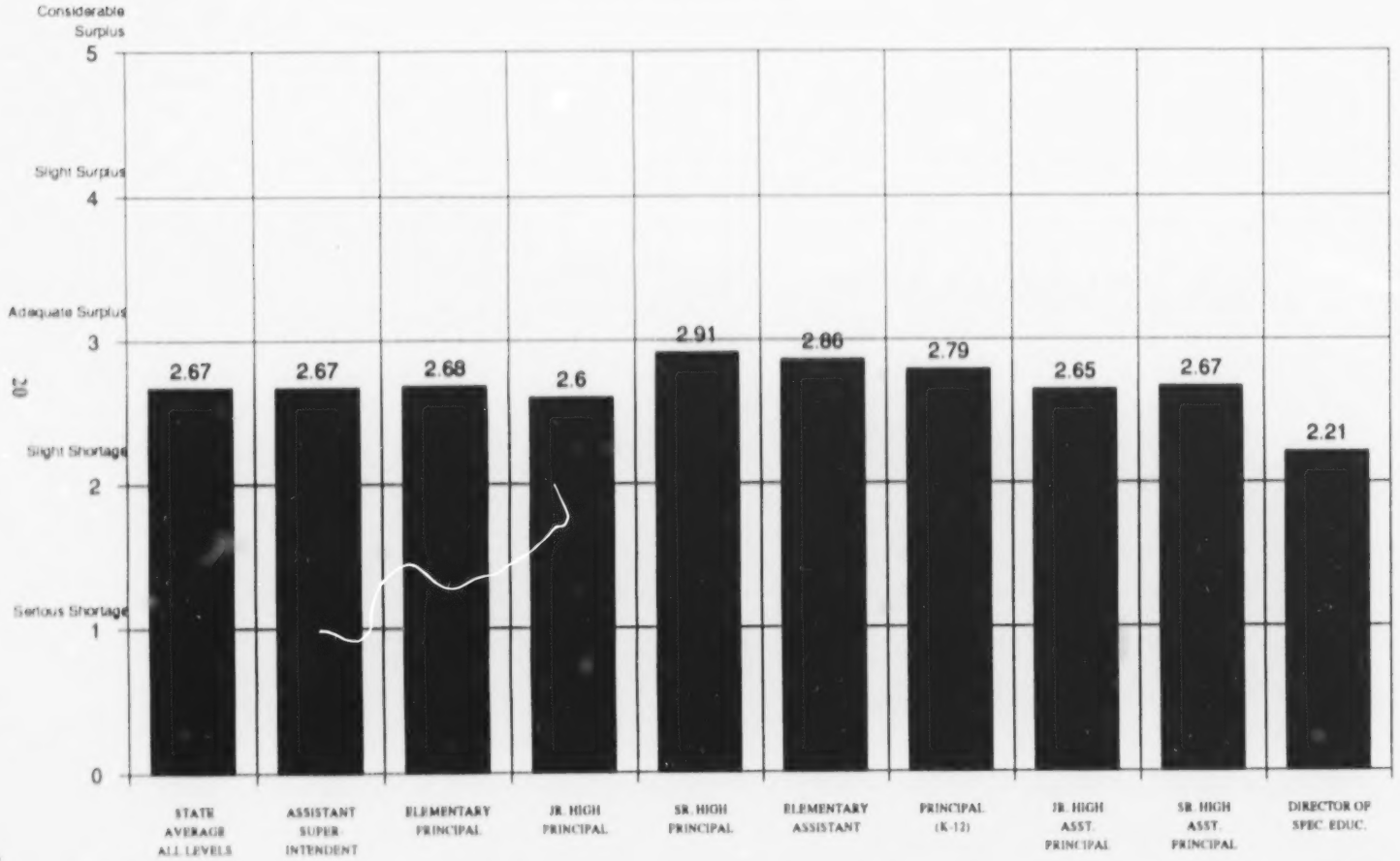


Table 6

ADMINISTRATOR VACANCIES AS REPORTED
BY KANSAS SUPERINTENDENTS IN 1994

1.00	Serious Shortage
2.00	Slight Shortage
3.00	Adequate Supply
4.00	Slight Surplus
5.00	Considerable Surplus

AREA	STATE OF KANSAS TOTAL	REGION									SIZE OF DISTRICT		
		1 NW	2 SW	3 NC	4 SC	5 SEDG	6 NE	7 WY/JO	8 EC	9 SE	0-399	400-1499	1500-Over
Assistant Superintendent	4	0	0	2.00	1.00	1.00	0	0	0	0	0	1.00	3.00
Elementary Principal	4	0	1.00	0	0	1.00	0	2.00	0	0	0	1.00	3.00
Jr. High Principal	3	0	0	1.00	0	0	1.00	1.00	0	0	0	2.00	1.00
Sr. High Principal	7	1.00	1.00	0	1.00	0	1.00	3.00	0	0	3.00	2.00	2.00
Elementary Assistant	.5	0	0	0	0	.50	0	0	0	0	0	0	.50
Principal (K-12)	0	0	0	0	0	0	0	0	0	0	0	0	0
Jr. High Asst. Principal	2.5	0	0	0	0	.50	0	2.00	0	0	0	0	2.50
Sr. High Asst. Principal	2	0	0	0	0	0	1.00	1.00	0	0	0	1.00	1.00
Director of Special Education	1	0	0	0	0	0	0	1.00	0	0	0	1.00	0
Totals	24	1.00	2.00	3.00	2.00	3.00	3.00	10.00	0	0	3.00	8.00	13.00

Longitudinal Data - All Areas

As noted in the introduction, this survey is the sixteenth annual survey on teacher supply and demand in Kansas. As such, due to the longitudinal nature of the data which now exist, limited conclusions can be noted. Though limitations exist due to slight modifications in the research procedures employed, the following observations are presented for review and consideration:

1. Special Education

   (a) The 203.38 vacancies reported in 1994 represent an increase of 52.17 in the number of vacancies compared to those reported in 1993 (151.21). The total number of vacancies in 1994 represents the fourth highest number of vacancies since 1979 (314.30-1980; 292.17-1979; 212.40-1981; and 203.38 in 1994).

   (b) Data for the sixteen-year period were as follows:

	Number of Vacancies															
Area	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994
Behavior Disorders	51.30	72.70	41.20	23.00	19.30	29.50	27.00	22.00	19.00	18.60	18.10	10.00	11.50	17.7	17.00	28.00
Learning Disabilities	78.50	69.50	47.50	16.50	7.00	18.50	17.00	25.00	22.00	10.00	16.00	9.00	6.00	11.0	4.00	12.00
Speech	49.60	37.50	19.50	11.00	4.60	4.00	10.30	6.00	8.00	15.40	25.40	34.60	42.90	42.2	42.00	42.70
Gifted	61.50	37.20	28.00	30.00	27.30	28.50	23.30	18.00	16.00	6.50	11.10	8.60	9.80	10.4	13.33	14.83
Semi-Independent EMR	15.50	14.00	11.00	3.00	3.00	-0-	6.00	6.00	3.00	7.00	7.00	5.00	2.70	0.0	2.00	4.00
School Psychologist	13.60	13.00	12.50	6.00	1.50	2.00	10.80	11.00	11.00	14.70	21.20	12.00	12.50	12.4	7.60	8.30
Total (areas listed)	270.00	243.90	159.60	89.50	61.70	82.50	94.40	88.00	79.00	72.20	98.80	79.20	85.40	93.7	85.93	109.83
Total (all Special Education Areas)	292.17	314.30	212.40	117.83	85.30	113.30	147.00	146.00	148.00	137.30	162.60	137.90	134.60	156.4	151.21	203.38

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Table 7
Teacher Vacancies in Special Education
1994

Subject Area	State of Kansas Total Vacancies
Adaptive Physical Education	.75
Assistive Technology	1.00
Audiology	.20
BD	28.00
Counselor	.30
Early Childhood Special Education	12.25
EMR	4.00
Gifted	14.83
Hearing Impaired	1.05
Homebound	0
Interrelated LD/EMR	3.00
Interrelated BD/EMR	0
Interrelated LD/BD	6.00
Interrelated LD/EMR/BD	5.00
Interrelated EMR/TMR	0
Interrelated TMR/SMD	0
Interrelated (Other)	4.00

Subject Area	State of Kansas Total Vacancies
LD	12.00
Nurse	1.00
Occupational Therapy	20.20
Physical Therapy	16.10
Physically Impaired	2.00
School Psychology	8.30
SEIMC	0
SMD	7.00
Social Work	3.40
Special Education Administration	2.00
Speech/Language	42.70
TMR	3.40
Transition Services	1.40
Visually Impaired	3.00
Vocational Special Needs	.50
TOTAL	203.38

2. Elementary Education (K-6)

(a) The perceived supply of candidates in elementary teaching areas was slightly lower than the previous year. The average for 1994 is 2.95 whereas 1993 was 3.06.

(b) In 1979, 1980, and 1981, regional differences remained similar with the greatest supply of candidates in Region 6, East Central, Kansas. In 1982, 1983, and 1984, Wyandotte/Johnson region had the greatest supply of candidates. In 1985 and 1986, the North Central region had the greatest supply of candidates. In 1987 Wyandotte/Johnson administrators reported the greatest supply of candidates. (Note: Wyandotte/Johnson region was part of Region 6 in 1979, 1980, and 1981). In 1988 the Northeast region had the largest supply of candidates. In 1989 the Southeast region had the largest supply of candidates. The East Central region contained the greatest supply of candidates in 1990. In 1991 the Northeast region had the largest supply of candidates, while in 1992 the East Central region had the greatest supply of candidates. The greatest supply of candidates in 1993 was in the East Central and Northeast regions. The data for 1994 indicated the largest supply of candidates in the Northeast and Wyandotte/Johnson Co. regions.

(c) A comparison of the specific teaching areas between 1979 and 1994 reveal the following mean averages on a state-wide basis.

Teaching Area	Mean Average (State-wide)															
	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994
Counseling	1.88	1.81	2.14	2.22	2.33	2.09	2.22	2.24	2.08	1.85	1.59	1.82	2.07	1.81	1.90	1.57
Library	1.69	1.82	1.94	2.10	2.06	1.89	1.69	1.91	1.83	2.14	2.18	2.00	2.17	2.04	2.02	1.69
Reading	2.03	1.95	2.25	2.44	2.63	2.49	2.36	2.53	2.59	2.60	2.53	2.56	2.47	2.56	2.84	2.84
Music	1.85	2.12	2.18	2.14	2.62	2.53	2.53	2.71	2.54	2.32	2.42	2.22	2.34	2.43	2.27	2.24
Art	2.65	2.72	2.97	2.95	3.26	3.16	2.91	2.47	3.10	2.63	2.56	2.78	2.92	2.77	2.55	2.58
Elementary (Reg. Class.)	3.62	3.67	3.94	3.99	4.33	4.39	4.34	4.48	4.38	4.28	4.48	4.58	4.43	4.62	4.61	4.65
Physical Educ.	3.65	3.91	4.10	4.20	4.48	4.53	4.44	4.17	4.36	4.17	4.19	4.51	4.24	4.26	4.39	4.10

3. Secondary Education (7-12)

(a) The perceived supply of candidates in secondary teaching areas was slightly lower than the previous year. The mean average supply for 1994 is 2.38 whereas in 1993 it was 2.54. A slight shortage continues to exist in the areas of foreign language, library science, music, counseling, the sciences, drama, computer science, journalism, and agriculture. Supply data as perceived by superintendents in selected areas are presented below for the timeperiod of 1979 through 1994.

Teaching Area	Mean Average (State-wide)															
	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994
Science-Physics	1.20	1.30	1.31	1.48	1.57	1.62	1.79	1.77	2.26	2.13	2.22	2.24	2.08	2.18	2.41	2.45
Industrial Arts	1.19	1.39	1.58	2.18	3.25	3.00	3.19	3.44	3.00	3.27	3.07	3.04	3.03	2.48	2.91	2.11
Mathematics	1.36	1.41	1.44	1.65	1.77	1.73	1.90	2.34	2.36	2.37	2.53	2.35	2.55	2.44	2.50	2.43
Science-Chem.	1.25	1.45	1.30	1.70	1.74	1.72	1.92	2.00	2.00	2.02	2.15	2.06	2.24	2.11	2.15	2.07
Agriculture	1.35	1.51	1.72	1.96	2.43	3.22	3.42	3.07	3.07	2.75	2.84	2.86	2.61	2.31	2.48	2.00
Library Science	1.58	1.66	1.84	2.17	1.90	1.84	1.76	1.88	1.83	2.12	2.00	2.16	2.45	2.10	1.94	1.91
Language-Spanish	1.83	1.80	2.24	1.91	1.93	1.81	1.92	2.10	2.12	1.79	1.76	1.95	2.06	1.81	1.75	1.88
Social Studies	3.00	3.25	3.31	3.44	3.79	4.07	3.65	3.83	3.96	3.73	4.01	3.93	4.02	4.18	3.89	3.82
Physical Ed.	3.68	3.91	4.14	4.07	4.43	4.58	4.48	4.13	4.40	3.98	4.33	4.21	4.10	4.19	4.21	3.91

(b) Regionally, the supply of candidates appears to be evenly distributed. A slightly greater supply of candidates was reported in Region 4, the South Central region of Kansas.

(c) The number of secondary vacancies increased with 108.07 reported in 1994, as contrasted with 69.91 reported in 1993.

(d) Respondents in school districts in each of the three enrollment categories reported similar opportunities for employment. The overall mean average data, by size of school district, between 1979 and 1994, revealed the following opportunities for employment:

District Enrollment	Mean Average (State-wide)															
	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994
0-399	1.76	1.83	1.76	1.87	2.12	2.42	2.49	2.55	2.65	2.33	2.31	2.34	2.61	2.37	2.55	2.70
400-1,499	1.84	2.00	1.92	2.23	2.22	2.45	2.58	2.73	3.47	2.61	2.47	2.57	2.65	2.46	2.52	2.59
1,500 and above	2.18	2.35	2.44	2.45	2.43	2.66	2.64	2.71	2.73	2.66	2.63	2.59	2.63	2.67	2.44	2.66

Section 4

Principal Findings and Conclusions

Prior to summarizing the results of this study, certain limitations should be noted. First, the actual number of vacancies as of September 6, 1994, should be somewhat higher than reported. In a few instances, respondents did not report vacancies if the positions were filled during the first three weeks of September. In most of those cases, decisions had been made in regard to who would be hired prior to September 6, but the teacher did not begin working until after September 6.

Secondly, the availability of candidates, as perceived by the respondents, could vary from respondent to respondent based on their perceptions of what constitutes an adequate supply, shortage, etc. Specifically, through contact with a large percentage of respondents, the authors have noticed a tendency for respondents to underestimate the supply of candidates in all teaching areas. Thus, the reader should be aware of this aspect while interpreting the data presented.

Finally, employing officials often view the supply of candidates in a two-dimensional framework which includes: (1) the actual quantity of candidates, and (2) the quality of candidates. Therefore, a respondent may have perceived a slight shortage in the supply of candidates in a specific teaching area when in fact the number of candidates was adequate. This tendency occurs when the quality of candidates does not reach the level of expectation desired by a superintendent.

Within the above limitations, the following findings are presented for review and consideration:

1. Elementary (K-6)

   (a) A surplus of classroom and physical education candidates exists in elementary education. The state average was 4.65 for elementary teachers K-6 and 4.10 for physical education teachers. The supply of other elementary teaching areas was perceived as ranging from a slight shortage to an adequate supply.

   (b) The areas of counseling, library science, reading, music, art, and special education continued to provide the greatest employment opportunities in elementary education.

   (c) The areas of physical education and regular classroom positions (K-6), provide the least employment opportunities for elementary teaching.

   (d) Opportunities for employment are similar through all nine regions in Kansas. The average supply of candidates ranged from 2.63 as the low in the North Central region to a high of 3.24 in the Northeast region.

   (e) Employment opportunities in all district-size categories appear to be similar.

2. Secondary (7-12)

(a) A slight shortage to adequate supply of candidates exists in the majority of secondary teaching areas in Kansas.

(b) The areas of foreign language, library science, music, counseling, the sciences, drama, computer science, journalism, and agriculture provide the best employment opportunities. The relatively new area of computer science as well as the language-related disciplines, particularly any combination of English, journalism, and foreign languages, appear to offer excellent employment opportunities. Excellent opportunities also exist for candidates qualified to teach music at both the elementary and secondary levels. In addition, candidates qualified to teach in more than one subject area should find increased opportunities for employment.

(c) Opportunities for candidates certified to teach in any two or more areas appear to be great, particularly in the small districts.

(d) The areas of physical education and social science provide the least employment opportunities.

(e) All regions appear to have a slight shortage to adequate supply of candidates for the majority of the secondary teaching areas. The greatest supply of candidates was reported to be available in the South Central region (Region 4).

(f) The supply of candidates appears to be adequate in all enrollment categories.

3. Administration

(a) An adequate supply of candidates exists in the majority of the administrative areas. The greatest supply of candidates was reported in the Northeast region of Kansas.

(b) Employment opportunities in administration are greater in districts with enrollments of 0-399 students.

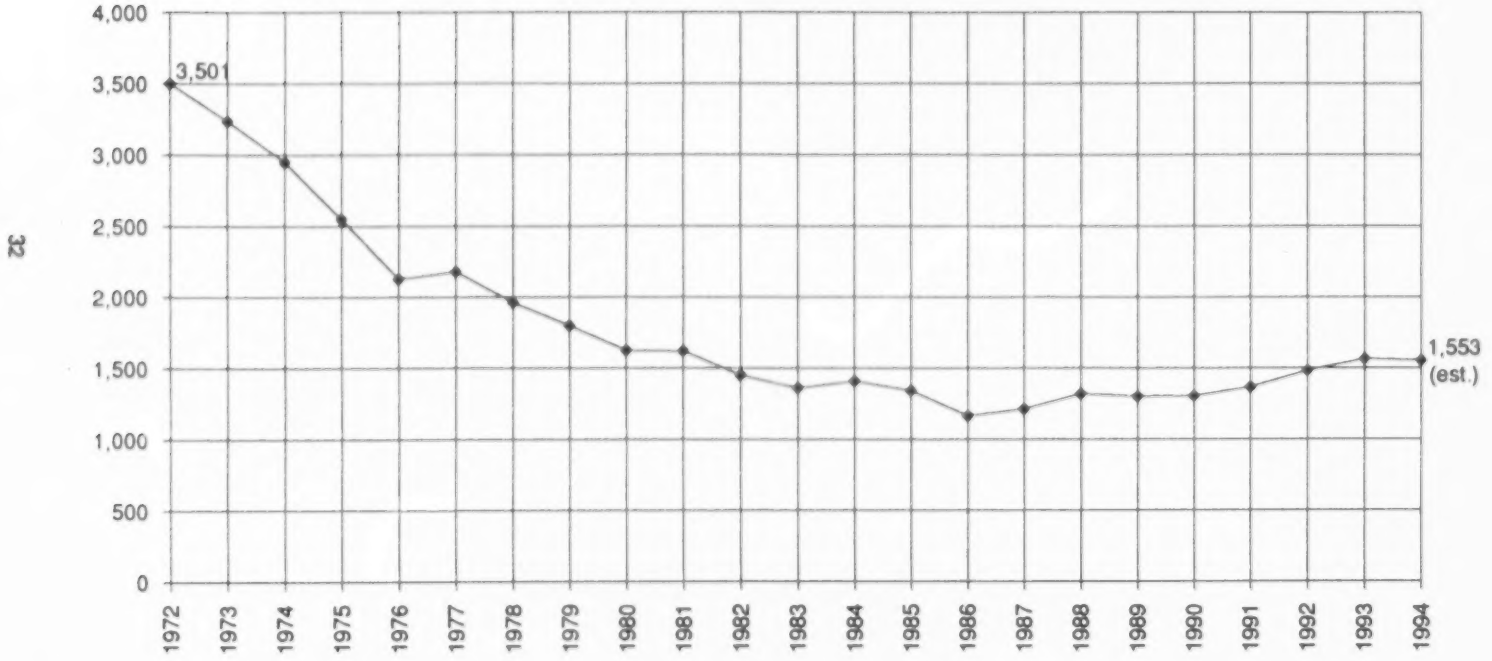
4. Special Education

(a) A shortage of special education teachers was reported in all teaching areas in the state of Kansas.

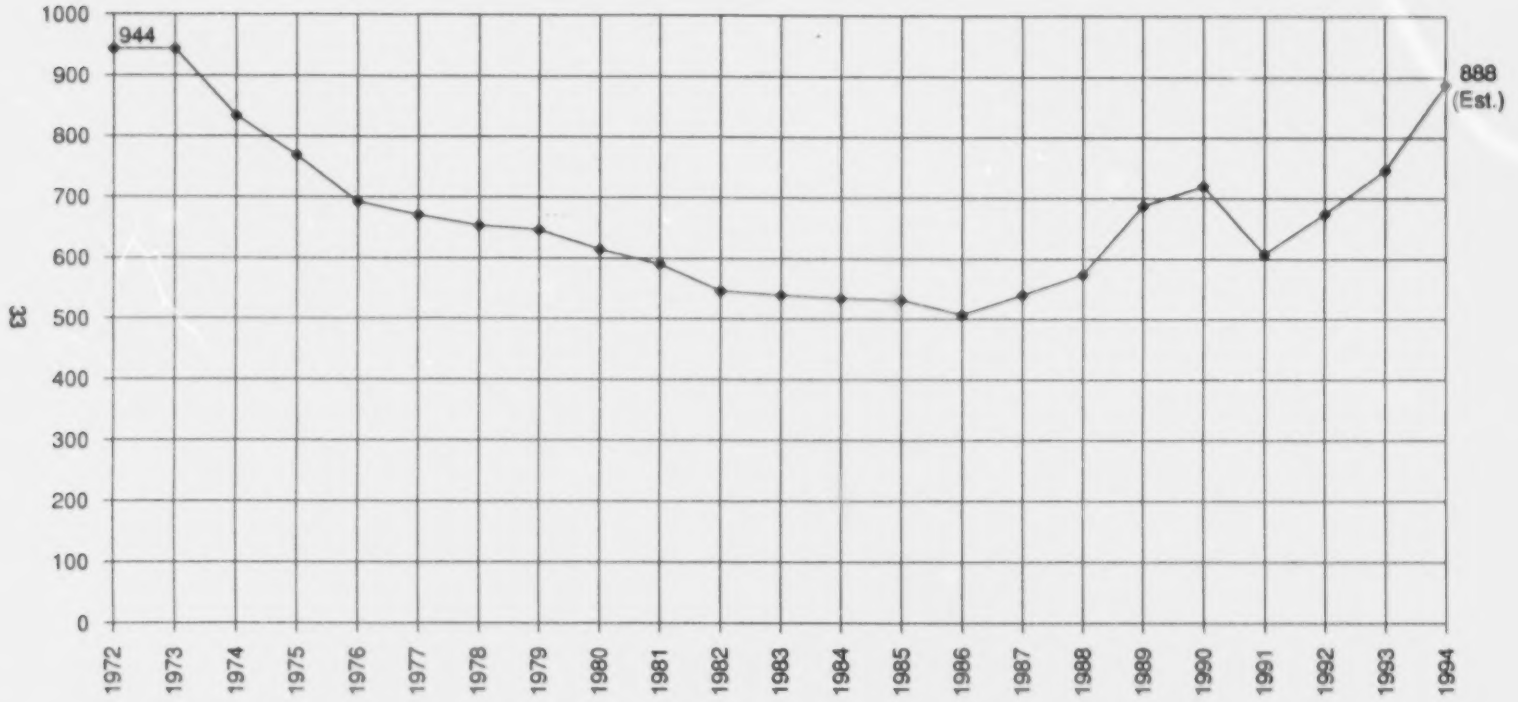
(b) The areas of (1) speech-language, (2) physical therapy, (3) behavior disorders, and (4) gifted education provide the best employment opportunities. Excellent employment opportunities also exist in the areas of occupational therapy and school psychology.

APPENDICES

Appendix A
Composite of the Number of Students Completing Preparation for Teaching Certificates for the First Time at All Regents Institutions



Appendix B
Composite of the Number of Students Completing Preparation for Teaching Certificates for the First Time at Kansas Four-Year Private Institutions



Appendix C

Number of Students Completing Preparation for Teaching Certificates for the First Time at Kansas Regents Institutions

1972	3,501	1984	1,410
1973	3,233	1985	1,342
1974	2,949	1986	1,162
1975	2,548	1987	1,212
1976	2,128	1988	1,318
1977	2,180	1989	1,302
1978	1,959	1990	1,311
1979	1,798	1991	1,369
1980	1,624	1992	1,483
1981	1,618	1993	1,565
1982	1,448	1994 (Est.)	1,553
1983	1,361		

Appendix D

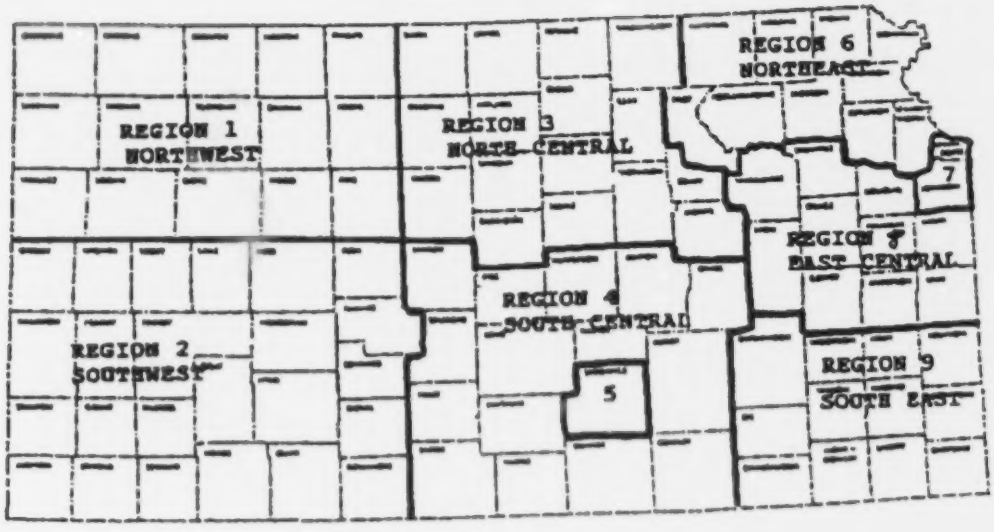
Number of Students Completing Preparation for Teaching Certificates for the First Time at Kansas Four-Year Private Institutions

1972	944	1984	534
1973	944	1985	531
1974	834	1986	507
1975	769	1987	540
1976	693	1988	574
1977	671	1989	687
1978	654	1990	720
1979	647	1991	608
1980	615	1992	674
1981	590	1993	746
1982	546	1994 (Est.)	888
1983	539		

Appendix E

State of Kansas

Geographic Regions



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September 9, 1994

Appendix F

Dear Superintendent:

School administrators and university personnel continue to express concern with the supply and demand of teachers in the state of Kansas. Therefore, in order to keep practitioners in the educational community informed of current trends, we are gathering information to update Emporia State University's annual survey, Teacher Supply and Demand in Kansas Public Schools. We feel the study has provided significant results and that its update is important as well.

Specifically, we are requesting information concerning (1) teacher vacancies as of September 6, 1994, and (2) your opinion on the availability of candidates for each teaching area which you filled for 1994-95. We are hopeful that all chief administrators will complete the enclosed questionnaire, allowing us to reach our 100% return of last year.

For your convenience, enclosed please find a self-addressed envelope. Your assistance is appreciated and a reply on or before Friday, September 23 is needed. Should you have questions and/or suggestions, please call Dr. Jack Skillett at (316) 341-5367. Thank you.

Sincerely,

Jack D. Skillett, Dean
The Teachers College

JDS:gk

Enclosures
TS-103

Region ___	University
Size of District ___	Use Only

SCHOOL PERSONNEL SUPPLY AND DEMAND QUESTIONNAIRE

EMPORIA STATE UNIVERSITY
The Teachers College

USD # _____ County _____ City _____ FTE Enrollment of USD Sept. 20, 1994 _____

Telephone _____ Individual Responding _____ Position _____

DIRECTIONS: Please list the number of vacancies (full-time equivalency) that existed in your school district on September 6, 1994.

EXAMPLE:

Physical Ed	0	Social Studies	0	BD	.25
Counselor	1.00	Mathematics	1.50	Gifted-Secondary	1.50

ELEMENTARY (K-6)

Art	___
Counselor	___
Elementary (K-3)	___
Elementary (4-6)	___
Library	___
Music-Instrumental	___
Music-Vocal	___
Physical Education	___
Reading	___
_____	___

SECONDARY (7-12)

Agriculture	___	Library	___
Art	___	Mathematics	___
Business	___	Music-Instrumental	___
Computer Science	___	Music-Vocal	___
Counselor	___	Physical Education	___
Drama	___	Reading	___
English	___	Science-Biology	___
Language-French	___	Science-Chemistry	___
Language-Spanish	___	Science-Earth	___
Language-German	___	Science-Physical	___
Language-Other	___	Science-Other	___
Home Economics	___	Social Science	___
Industrial Arts	___	Speech	___
Journalism	___	_____	___

ADMINISTRATION

Assistant Superintendent	___	Senior High Principal	___	Sr. High Asst. Principal	___
Elementary Principal	___	Principal (K-12)	___	Director of Special Ed	___
Junior High/Middle School Principal	___	Elem. Asst. Principal	___	_____	___
		Jr. High Asst. Principal	___		

SPECIAL EDUCATION DIRECTIONS: DO NOT COMPLETE for special education positions that are budgeted and reported by your special education cooperative. Report only the position(s) not included in your special education cooperative.

SPECIAL EDUCATION

EMR	___	SMD	___	Occupational Therapy	___
TMR	___	Audiology	___	Physical Therapy	___
Early Childhood Special Education	___	Adaptive Phys. Ed.	___	Interrelated LD/EMR	___
Nurse	___	Psychology	___	Interrelated LD/BD	___
LD	___	Social Work	___	Interrelated LD/EMR/BD	___
Hearing Impaired	___	Speech/Language	___	Interrelated EMR/TMR	___
Physically Impaired	___	SEIMC	___	Interrelated TMR/SMD	___
Gifted	___	Special Education Administration	___	Interrelated BD/EMR	___
BD	___	Homebound	___	Interrerlated (Other)	___
Visually Impaired	___	Counselor	___		

TS-106

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Region	___	University
Size of District	___	Use Only
USD #	___	

City _____

County _____

SECTION B

DIRECTIONS: Please rate numerically the supply of candidates for each of the teaching areas listed below only if (A) a vacancy continues to exist, or (B) a vacancy existed for 1994-95 but has been filled. DO NOT RATE THE SUPPLY OF CANDIDATES FOR ANY TEACHING AREA IN WHICH YOU DID NOT CONSIDER CANDIDATES FOR 1994-95

EXAMPLE:

RATING SCALE	SERIOUS SHORTAGE	SLIGHT SHORTAGE	ADEQUATE SUPPLY	SLIGHT SURPLUS	CONSIDERABLE SURPLUS
	1	2	3	4	5

Physical Ed	--	Did not consider candidates in this area for 1994-95.
Counselor	1	Vacancy continues to exist for 1994-95. Serious shortage of candidates exists.
Social Studies	4	Considered candidates for this teaching area for 1994-95 and filled the position(s). Slight surplus of candidates existed.
English	2	Considered candidates for this teaching area for 1994-95 and filled the position(s). Slight shortage of candidates existed.

ELEMENTARY (K-6)

Art	___
Counselor	___
Elementary (K-3)	___
Elementary (4-6)	___
Library	___
Music-Instrumental	___
Music-Vocal	___
Physical Education	___
Reading	___
_____	___

ADMINISTRATION

Assistant Superintendent	___
Elementary Principal	___
Junior High/Middle School Principal	___
Senior High Principal	___
Principal (K-12)	___
Elem. Asst. Principal	___
Jr. High Asst. Principal	___
Sr. High Asst. Principal	___
Director of Special Ed	___
_____	___

SECONDARY (7-12)

Agriculture	___
Art	___
Business	___
Computer Science	___
Counselor	___
Drama	___
English	___
Language-French	___
Language-Spanish	___
Language-German	___
Language-Other	___
Home Economics	___
Industrial Arts	___
Journalism	___
Library	___
Mathematics	___
Music-Instrumental	___
Music-Vocal	___
Physical Education	___
Reading	___
Science-Biology	___
Science-Chemistry	___
Science-Earth	___
Science-Physical	___
Science-Other	___
Social Science	___
Speech	___
_____	___

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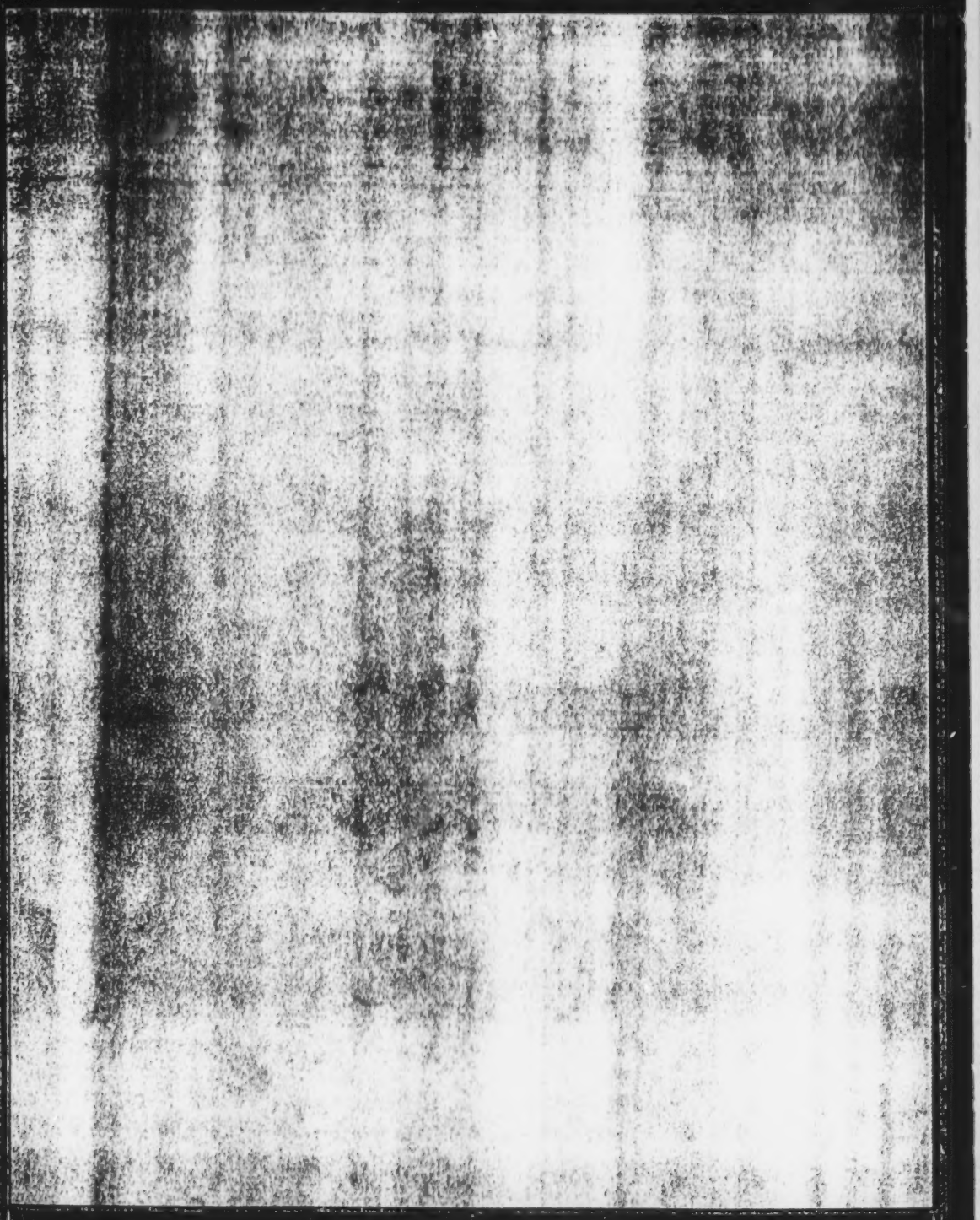

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